

## **BENEFIT OFFERINGS**

### **COMPETITIVE COMPENSATION**

Team members are paid a base compensation, and many have the opportunity to participate in one of our performance based variable compensation programs.

### **HEALTH AND WELFARE PLANS**

We believe in supporting and encouraging the health and welfare of our team members and their families. We offer competitive group health, dental, vision, and prescription coverage from well-known national providers.\*

### **RETIREMENT PLAN**

We offer an employer sponsored 401 (k) Retirement Savings Plan with an Employer Match. The Plan offers a broad array of actively managed investment portfolio options. Both pretax and Roth contributions are permitted.

### **FINANCIAL SUPPORT SERVICES**

Financial Planning, Income Tax Preparation, and Will and Estate Document Assistance are included in our benefit offerings.

### **ADDITIONAL HEALTH AND WELFARE PLANS**

Other Health and Welfare offerings include Health Savings Accounts (HSA), Flexible Spending Accounts (FSA), Employee Assistance Program, and Worker's Compensation Insurance.

Life Insurance. Firm-provided Group Life Insurance coverage is available.

### **HOLIDAYS & PAID TIME OFF PROGRAM**

All employees are given ten (10) paid holidays per year. In addition, all eligible full-time and part-time employees earn Paid Time Off.

### **ADDITIONAL PAID TIME OFF PLANS**

Short Term Disability, Long Term Disability, Jury Duty/Time off for Legal Proceedings, Paid Parental Leave, Bereavement Leave, Leaves of Absence, etc.

### **VOLUNTEER TIME OFF**

Volunteer time off supports employees in giving back to their communities by providing paid time for community volunteering during the workday. Full-time employees may take 20 paid hours per year to volunteer during the Workday.\*

*\*Eligibility for Employee Benefits is subject to eligibility guidelines set forth in the Ronald Blue Trust Policy Manual*